

EXHIBIT 31

Excerpted from "perf01_vp.log" in "analysis/logs" folder of Farber Turnover 02/05/2014

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name: <unnamed>
log: /Volumes/Scratch/aa_data/aa_reply/backup/logs/perf01_vp.log
log type: text
opened on: 30 Jan 2014, 15:48:53

*****

. /* MACROS FOR VARIABLES */
> local m1 "i.division i.year i.office_reg i.hed i.jobgroup
> gstenure gstenure2 related_exp relexp2 lat_vp";

*****

. reg avgscoreRP_S female `m1' if year<=2009,cluster(empid);

Linear regression                                Number of obs =      8692
                                                F( 32,  3399) =     82.63
                                                Prob > F       =    0.0000
                                                R-squared      =    0.2735
                                                Root MSE      =    .26775

                                (Std. Err. adjusted for 3400 clusters in empid)
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avgscoreRP_S |               Coef.   Robust   t    P>|t|    [95% Conf. Interval]
-----+-----
    female |   -.0533373   .0103486   [redacted]  0.000   -.0736275   -.0330472
    division |
      2 |    .0429191   .0157777    2.72  0.007    .0119844    .0738538
      3 |   -.1222156   .0128607   -9.50  0.000   -.147431   -.0970002
    year |
    2004 |    .1162086   .019747    5.88  0.000    .0774913    .1549259
    2005 |    .1871489   .023091    8.10  0.000    .1418753    .2324225
    2006 |    .2419486   .0200779   12.05  0.000    .2025827    .2813144
    2007 |    .328002    .0199759   16.42  0.000    .288836    .367168
    2008 |    .4273172   .0200306   21.33  0.000    .3880441    .4665904
    2009 |    .5523617   .0201046   27.47  0.000    .5129434    .5917799
    office_reg |
      2 |   -.0151301   .0347301   -0.44  0.663   -.083224    .0529638

SENSITIVE CONFIDENTIAL DATA
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3		-.0646433	.0373747	-1.73	0.084	-.1379224	.0086358
4		.0009987	.0449808	0.02	0.982	-.0871934	.0891908
5		.0070286	.0324158	0.22	0.828	-.0565279	.0705851
6		-.0196678	.0358034	-0.55	0.583	-.0898662	.0505306
7		.0124034	.0364176	0.34	0.733	-.0589992	.0838059
hed							
2		.1322914	.0446498	2.96	0.003	.0447483	.2198345
3		.1346779	.0448712	3.00	0.003	.0467006	.2226552
4		.1072014	.0492945	2.17	0.030	.0105515	.2038513
5		.1704929	.0500264	3.41	0.001	.0724081	.2685778
6		.1733852	.0598861	2.90	0.004	.0559687	.2908016
jobgroup							
103		.033541	.0546197	0.61	0.539	-.0735498	.1406318
201		.0374874	.0361965	1.04	0.300	-.0334817	.1084564
203		-.0280956	.040681	-0.69	0.490	-.1078573	.0516662
205		-.0097281	.0440741	-0.22	0.825	-.0961424	.0766863
401		.0649106	.0382695	1.70	0.090	-.010123	.1399442
402		.0323889	.038698	0.84	0.403	-.0434849	.1082626
999		.0132049	.0493623	0.27	0.789	-.0835779	.1099878
gstenure		.009351	.0024242	3.86	0.000	.0045981	.014104
gstenure2		-.0003878	.0000899	-4.31	0.000	-.0005642	-.0002115
related_exp		-.0060974	.0023986	-2.54	0.011	-.0108002	-.0013946
relexp2		-.0000385	.0001385	-0.28	0.781	-.0003101	.000233
lat_vp		-.0147258	.0139571	-1.06	0.291	-.042091	.0126394
_cons		3.754637	.0703279	53.39	0.000	3.616748	3.892527

. reg avgscoreRP_S female `m1' if year>=2010,cluster(empid);

Linear regression

Number of obs = 3732
F(26, 2241) = 116.44
Prob > F = 0.0000
R-squared = 0.4302
Root MSE = .33671

(Std. Err. adjusted for 2242 clusters in empid)

			Robust			
avgscoreRP_S		Coef.	Std. Err.	t	P> t	[95% Conf. Interval]

female	-	.0448108	.0166077	██████	0.007	-.0773788	-.0122428
division							
2		-.0776585	.0283621	-2.74	0.006	-.1332773	-.0220398
3		-.3721277	.0227757	-16.34	0.000	-.4167914	-.327464
year							
2011		.365906	.0085833	42.63	0.000	.349074	.382738
office_reg							
2		-.029909	.0423579	-0.71	0.480	-.1129737	.0531558
3		-.1042885	.0561256	-1.86	0.063	-.2143521	.005775
4		-.0982428	.056308	-1.74	0.081	-.2086641	.0121785
5		.0511208	.0375153	1.36	0.173	-.0224476	.1246892
6		-.0731175	.0476017	-1.54	0.125	-.1664654	.0202305
7		.010587	.0526954	0.20	0.841	-.0927498	.1139238
hed							
2		-.1225356	.0691951	-1.77	0.077	-.2582288	.0131575
3		-.1270911	.0696806	-1.82	0.068	-.2637363	.0095542
4		-.1434103	.0770358	-1.86	0.063	-.2944793	.0076588
5		-.0918743	.0773657	-1.19	0.235	-.2435903	.0598417
6		-.2159792	.0884174	-2.44	0.015	-.3893677	-.0425907
jobgroup							
103		-.0850745	.0885286	-0.96	0.337	-.2586811	.0885322
201		.0909987	.0671008	1.36	0.175	-.0405875	.222585
203		-.0205421	.0731418	-0.28	0.779	-.1639749	.1228908
205		-.0044025	.0819918	-0.05	0.957	-.1651904	.1563854
401		.1744534	.0697172	2.50	0.012	.0377364	.3111704
402		.1429847	.0705515	2.03	0.043	.0046316	.2813378
gstenure		.0129367	.0034514	3.75	0.000	.0061685	.019705
gstenure2		-.0005082	.0001149	-4.42	0.000	-.0007335	-.0002828
related_exp		-.0124086	.0040801	-3.04	0.002	-.0204098	-.0044073
relexp2		.0000983	.0002283	0.43	0.667	-.0003494	.0005459
lat_vp		-.0384024	.0230263	-1.67	0.096	-.0835576	.0067527
_cons		7.936601	.1100348	72.13	0.000	7.72082	8.152382
